Typed ✓

3-11-09

Initial Meeting w/ Company for Contract Negotiations

Attendance: Ted Rilea, Paulette Haddix
Lori Caldwell, Andy Grimm, Stephanie Dowell

Ted has been in contact w/ Bruce

- Set ground rules for negotiations
- Ted envisions negotiations going quickly.
- New people on STMG board
  Goal to get company in position w/ people very interested in the STMG: pt board pres. CEO
  Hard to do w/ CANWEST issue.
  TROUBLE w/ IRS issue also. Think they have found people to help pay off debt to IRS w/in 15-20 yrs and no interest. CEO has indicated there are folks interested in helping the company get out of this trouble.

cont.

CONTRACT NEGOTIATIONS 3-4-09

Other 2 Board members are "Turn-Around Experts." They realize the cuts have already been made.

Meeting GROUND Rules - per Ted
1. pick a date = Thursdays
2. Time - 10am - 12 noon (can agree to extend)
3. Agenda - set topic to cover that both sides can be prepared for.
4. # of negotiators (Lori, me, Andy)
no need to make up time.
Ted suggests using Neville Conf. room

open for discussion

Lori - concerned about being on company time, as well as, company property.
Andy/Lori - suggest coffee shop, library, hotel, etc.
Grimm will call reserve library.

11am-1pm Tuesdays (March 24th) 1st negotiation

Discussion about potential Agenda Items.
1. Web 2.0 (New Media Agreement)

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2. Web Editor
GNG has concerns he is doing unit work. We would be happy to have him in GNG again.
3. We have New Media committee in Guild that has concerns: training.
(2) 4. Lori: content to leave all other contract provisions as they are.
In process of conducting Guild survey: will have results for next meeting.
(3) 5. Brimm: doesn't feel we (GNG) should have to take wages along w/ other pages/guilds in STMG. Economy hurt guild.

6. Salary increase issue:
- Guild has not kept up w/ cost of company over years in good times
* Ted response: we have to reach agreement that may not be great for either side.
- New Media — Ted want to add officially to contract, not side item.
If P.T needs more train, we need to figure out what that is.

- Sick Time
- Ted says there are individual cases to discuss. Wants language if there seem to be a pattern for people. Individual cases. warnings eventually could be let go. →

issues for Company, cont...

3-11-09

* Lay-off Language
  (particularly in Call-Back)
  Ted will make proposal for new language

* Selection of Persons to Lay off, as far as seniority and department divisions. At Joliet paper it was an issue that has gone to arbitration.
  Will look at current contract.

* Benefits
  - waiting period for 401(k)

* Wages
  - pertaining to economy.
  - other unions had ~~(7% cut)~~ - 5.3% reduction in economic packets (401(k), health care

  (80-20 / ~~80-20~~ ~~40-40~~ P-T)
  Knew we were having contract come up that's why P-T not included in 5.3% company-wide reduction.

* Bottom line Paulette says is goal is to reduce expenses. Ad revenues continue to decline (25%) so employees have to make up difference.

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— end —